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## Air Force Laboratory experiments with satellite leadership

*WRIGHT-PATTERSON AIR FORCE BASE, Ohio* — Certain Air Force Research Laboratory senior civilian leaders will now have flexibility in where they live and where they work.

A new alternative duty location policy was approved last week for five AFRL directorates. Under the new policy, civilian senior leaders of directorates that operate out of multiple locations will get to choose where they live. These leaders include the director, deputy director, associate director and chief scientist civilian positions. The individual must reside where at least 10 percent of that particular directorate's staff is located.

This test policy specifies that the directorate's headquarters would remain at its current location where the majority of the staff is located.

The technology directorates that qualify for this program include the Human Effectiveness Directorate with three sites at Brooks City Base, Texas, Mesa Research Site, Ariz. and Wright-Patterson; the Information Directorate with two sites, Rome, N.Y. and Wright-Patterson; the Propulsion Directorate with two sites, Edwards Air Force Base, Calif., and Wright-Patterson; the Space Vehicles Directorate with two sites, Kirtland, N.M., and Hanscom Air Force Base, Mass.; and the Sensors Directorate with three sites, Rome, Hanscom and Wright-Patterson.

"Some of our civilian counterparts in the private sector currently have similar personnel programs in place, and this enhances our ability to effectively compete with their recruitment effort," said Maj. Gen. Paul Nielsen, AFRL commander.

In two years, AFRL and Air Force Materiel Command will evaluate this test program for effectiveness of directorate management, and determine whether to continue the program as a test, discontinue the program or make the program a firm policy for the lab, explained Maribeth Cynkar, AFRL Human Resources director.

This test program does not extend to military members in comparable positions. They will continue to be assigned at the directorate's headquarters location. Often, these positions correspond with the site commander's position.

"The exciting aspect to this program is that key leadership positions will be open for more of our laboratory men and women – something so critical to retaining our most valuable resource – our superb employees," said Nielsen. @